

**GREATER NASHVILLE TECHNOLOGY COUNCIL**

**2019 Governor's Investment in Vocational Education (GIVE)**

**GO TECH: Growing Opportunities with Technology**

**Greater Nashville Technology Council**

**Volunteer State Community College**

**IN PARTNERSHIP WITH:**

- 1. Workforce/Economic Development Agencies:** Workforce Essentials, Gallatin Economic Development Agency, Nashville Chamber of Commerce, Williamson, Inc.
- 2. Higher Education Institutions:** Volunteer State Community College and Nashville State Community College
- 3. School Districts:** Robertson County Schools, Sumner County Schools, Wilson County Schools
- 4. Employer Partners:** Asurion, Brookdale, Center for Medical Interoperability, Dollar General, Golden Spiral, Guarino Advisors, HCA, HPA/Cognizant, Kraft CPAs, Metro Nashville IT&S, Nissan North America, Red Hat, Stratasan, Surgurui, Veristor, 3-D Technology Group

**Sandi Hoff, Project Director**

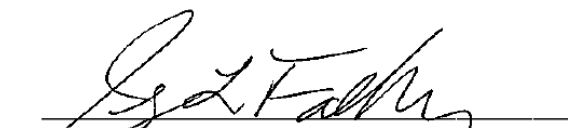
**Greater Nashville Technology Council**

**500 Interstate Blvd, Suite 200, Nashville, TN 37210**

**615-424-4789 | [Sandi.Hoff@technologycouncil.com](mailto:Sandi.Hoff@technologycouncil.com)**

**Funding requested:**

**\$1,000,000**



---

**Jerry Faulkner, Ph.D., President**  
**Volunteer State Community College**



---

**Sandi Hoff, Chief of Staff**  
**Greater Nashville Technology Council**

## Table of Contents

---

Abstract	1
Program Proposal	2
1. Demonstration of Need	2
2. Program Plan	4
3. Strength of Partnership	12
4. Budget	13
5. Sustainability	16
Appendix 1: Industry Certifications	17
Appendix 2: Apprenti TN Community Partners	18
Appendix 3: Apprenti TN Selection Process	19
Appendix 4: Apprenti TN Hiring Partners	20
Appendix 5: Timeline and Performance Measures	21
Appendix 6: GO TECH Partner MOU	22
Appendix 7: Budget Worksheet	25
Appendix 8: Data Sources	26
Appendix 9: Letters of Support	27

## Abstract

---

GO TECH creates a community-based, collaborative partnership that is committed to driving the economic success of Middle Tennessee through growing the skilled technology workforce. Partners include the Greater Nashville Technology Council (lead entity), Volunteer State Community College (fiscal agent), Nashville State Community College, Workforce Essentials, Robertson County Schools, Wilson County Schools, Sumner County Schools, and 16 local employers.

Tech is the fastest-growing occupational sector in the world. Middle Tennessee is one of the fastest growing regions in the United States. With this level of growth in workforce demand and record low unemployment, additional attention must be placed on growing the supply of skilled workers, specifically technology professionals.

GO TECH will increase the number of skilled tech workers by providing teacher professional development opportunities that range from allowing interested teachers to build tech skills for the first time to providing college faculty opportunities to hone their skills through externships. It will also expand current technology academic programs by providing targeted student outreach to increase enrollment in tech degree programs and newly created dual enrollment programs, as well as opportunities for more students to obtain sought-after industry certifications.

GO TECH will increase employer engagement with students, teachers, and advisory councils, and provide work based learning experiences - that include field trips to provide career awareness, job shadow days, internships, and registered apprenticeships - to keep students enrolled and prepare students for entry into the workplace.

## Program Proposal

---

### SECTION 1: DEMONSTRATED NEED

Tech is the fastest-growing occupational sector in the world. Middle Tennessee is one of the fastest growing regions in the United States. RentCafe ranked Nashville as the third fastest, emerging technology hub with a 22.7% increase in tech jobs over the past three years (Source: Nashville Business Journal 2019). With this level of growth in workforce demand and record low unemployment, additional attention must be placed on growing the supply of skilled workers, specifically technology professionals. With every city in the nation competing for available tech talent, it is not realistic to think that we can recruit all the talent needed to sustain and grow our needs. We must put resources toward skilling our local workforce.

In two recent reports, technology occupations topped the list of high demand occupations in Tennessee: 1) THEC's 2019 Academic Supply and Occupational Demand Report listed the Top 25 High Demand Occupations with five of the 25 occupations being technology-focused occupations, and 2) the Center for Economic Research in Tennessee (CERT) released the 2018 LEAP Occupational Analysis that identified Information Technology as one of the six occupation groups with the highest employer demand.

From 2012-2017, the number of tech jobs in Middle Tennessee grew by 30%. This rate of job growth outpaced national tech job growth by 10% and overall job growth in Middle Tennessee by 15%. The projected growth rate for tech jobs in Middle Tennessee (2017-2022) is 16%, compared to a 9% projected growth rate for both national tech job growth and overall job growth in Middle Tennessee (Source: State of Middle Tennessee Tech 2018 Workforce Report, MTSU). Forecasts predict the highest growth in software development, cybersecurity occupations, and



network/system administration roles (Source: 2019 Tech Workforce Study, Nashville Area Chamber of Commerce). Programming jobs are growing the fastest – 50% faster than the market overall and 12% faster than the market average (Source: Oracle Academy/Burning Glass).

In addition, 20% of all “career track jobs” (defined as earning over \$15/hour) seek professionals with computer science skills, and half of the jobs in the top income quartile (>\$57,000 annual income) are in occupations that require coding skills – and this is not expected to decrease. **The average tech worker in Middle Tennessee earns 96% more than a non-tech worker**, further highlighting the economic benefits of expanding our tech workforce with local talent. Median compensation for tech jobs in Middle Tennessee was \$71,370 in 2017, which far exceeds the livable wage of ~\$23,000 for the area (Source: MIT Livable Wage Calculator), as well as the current personal income per capita in Robertson County (\$40,463), Sumner County (\$46,998) and Wilson County (\$47,335) (Source: TNECD County Profile Tool).

Tech employers in Middle Tennessee are faced with an increasingly challenging recruiting environment. The demand for talent vastly outweighs the supply of skilled workers. The 2019 THEC Academic Supply and Occupational Demand Report documents that supply does not meet demand with 4,290 annual job openings and only 1,612 graduates to fill those openings. According to the MTSU State of Middle Tennessee Tech 2018 workforce report, there were 46,099 tech online job postings in 2018, which is more than 12 times the number of tech degree completions (3,673 degrees earned from Middle Tennessee institutions) in 2017. Both studies support the same conclusion – employers’ demand for skilled technology workers far exceeds the available supply.

By looking at Middle Tennessee's current labor market, technology job growth projections, and the current ability of the educational institutions to prepare tomorrow's technology talent, the data supports the need for the GO TECH project. GO TECH seeks to create long-term relationships between employers and educational institutions to address the deficit of tech job candidates in the local workforce. GO TECH will reach that goal by increasing employer engagement, providing teacher professional development, helping students obtaining industry certifications, and increasing targeted student outreach to grow enrollment in tech community college and dual enrollment programs. GO TECH will also provide work-based learning experiences – field trips, job shadow days, internships, and registered apprenticeships - to increase student retention and prepare students for entry into the workplace.

## SECTION 2: PROGRAM PLAN

**2.1 Project Overview:** GO TECH will enhance, expand and create academic programs by creating opportunities for meaningful interaction and alignment between technology employers, local school systems, community colleges and universities that result in long-term relationships and a net gain in the local technology workforce. GO TECH will enhance academic programs by helping to facilitate the dialogue between employers and education institutions to enhance the strategic alignment of educational programs and workforce requirements. Examples include: 1) working with the technology departments at participating colleges to help them optimize the makeup of their advisory councils and 2) coordinating regular, organized summits of tech industry, community colleges, 4-year schools, and K-12 to build relationships that strengthen the pathway. Each year, there will be at least one summit of technology industry professionals, and

representatives from community colleges, universities, and K-12 schools. Following all summits, documentation of the discussions and action items will be provided to the participants.

GO TECH will enhance academic programs by **providing professional development opportunities for teachers to promote teaching technology skills** in the classrooms. GO TECH will create externship opportunities for middle/high school teachers and community college faculty to work for technology companies and IT departments in the summer. GO TECH will match teachers to employers to provide externships using a modified version the successful model created by Tennessee STEM Innovation Network (TSIN) for manufacturing externships. GO TECH will partner with the TSIN to promote and provide scholarships for teachers to participate in the TN Rural STEM Collaborative Leadership Program. Each year, at least one teacher from Robertson, Sumner, and Wilson County will be provided a scholarship to participate in the leadership program that promotes problem solving for providing STEM education in our State's rural regions.

GO TECH will **expand career pathway opportunities by providing summer camp programs** that promote technology skill building and future technology careers. The NTC has been providing summer camp opportunities since 2015. The NTC's unique camp model allows for skill building for both teachers and students. Experienced technology teachers are identified as lead camp instructors. Teachers seeking to build technology skills for their classroom are paired with the experienced tech teacher for a week of camp instruction; thus providing both instruction for interested students and training for interested teachers. Camps will be expanded to Wilson, Sumner, and Robertson Counties for the first time through the GO TECH program.

GO TECH will **promote technology sector jobs through formalized outreach programs to middle and high school students.** The GO TECH Outreach Coordinator will promote post-secondary education pathways at high school engagement activities. GO TECH also will fund an internship for a high-achieving, final semester Vol State CIT student to support these high school engagement activities. The intern will work with the GO TECH Outreach Coordinator to plan and execute the high school visits. The intern also will serve as an ambassador for the college's technology programs, speaking personally about their own experience in the programs. These visits will help to inform high school counselors and teachers and inspire high school students. The intern will also work with Vol State faculty to develop instructional vignettes and hands on experiences suitable for inspiring student interest in technology studies and careers. The Outreach Coordinator and intern will visit high schools during instructional hours, but also engage students and parents at area College Night events and other highly attended and appropriate forums. The intern will also support GO TECH and college recruiters in subsequent, direct, follow up engagements with high school teachers, counselors and students, as appropriate.

GO TECH will promote and encourage academic programs at high schools that create pathways to advanced credentials by helping Vol State and Robertson County Schools to **promote and launch new dual enrollment technology courses.** Beginning Fall 2020, Vol State Community College will partner with Robertson County Schools to offer a dual enrollment, Introduction to Programming, CITC 1301 and a Python programming course, CITC 2391, Special Topics in Computer (each 3 credit hours) at the Vol State Highland Crest campus, the former in the Fall and the latter in the Spring. The Highland Crest campus has a state-of-the-art computer lab that is not

being used to its capacity. These courses will be available to all four high schools in Robertson County with Robertson County Schools providing bus transportation for the students.

Wilson, Sumner, and Robertson County Schools all cite a lack of teachers with proper licensure as the leading factor in the lack of technology course offerings. GO TECH will create capacity for technology course offerings in high schools by **providing upskilling for existing teaching staff**. This will allow more teachers to gain the technology endorsement through a structured approach that combines the required courses and mentorship. Beginning Summer 2020, Vol State will offer CITC 1301, Introduction to Programming (with an introduction to Python) and CITC 2391, Special Topics in Computers (Python programming) back-to-back in compressed, half-semester format. This would enable teachers from Robertson and Sumner Counties to earn 6 credit hours over the summer, which are the same learning outcomes and the same college credits being earned by Wilson County Schools' teachers through the TechSmart program that began earlier this month (only at a fraction of the cost through Vol State vs. a private, for-profit vendor).

In the summer of 2020, Vol State will offer this instruction as a hybrid offering, with some instruction delivered face-to-face on our Gallatin campus (notionally 1 day/week) and the rest delivered via distance learning. Based on results of that, Vol State will explore creating fully online versions of these two courses - allowing teachers (and other students) across our 11-county service area to complete these courses any semester throughout the academic year with minimum life/career disruption. Upon successful implementation, this initiative could be replicated by all 12 other community colleges in the TBR system.

GO TECH will work with partners to **expand the volume, quality and visibility of structured work-based learning (WBL) opportunities** to strengthen the connection between employers and prospective employees. Working with partners, GO TECH will increase industry engagements with area students to enhance the visibility of technical career opportunities and associated incomes and quality of life. These initiatives will help inspire more students to pursue education and training pathways for technology careers in Middle Tennessee. Throughout the WBL experiences students will be supported by the WBL Coordinator and Workforce Essentials (when appropriate). Examples include:

GO TECH will **promote industry awareness** through the NTC's 460+ corporate members to provide a Speakers Bureau that allows teachers to find speakers on various topics. Since 2016, the NTC has coordinated "Traveling Tech Day" workplace tours that expose students to multiple business cultures and different tech occupations. GO TECH will allow expansion of the program into Robertson, Wilson, and Sumner counties. The Traveling Tech Days are a highly effective way to expose prospective Tennessee Promise applicants in the 11<sup>th</sup> and 12<sup>th</sup> grade to technology careers, ultimately inspiring increased enrollments in technology programs at Vol State. The Traveling Tech Day field trips will conclude with a visit to Vol State's campus to meet faculty members and learn about the programs teaching the skills they just saw applied with local employers.

GO TECH will **promote career awareness** by arranging/facilitating informational interviews and job shadow days for high school, community college and university students. The NTC has worked with HCA to create a scalable model for job shadow days to increase the ease at which other employers can host students.

GO TECH's Employer Outreach Coordinator will **promote career training** through internships and registered apprenticeships. Many employers are willing to provide paid internships to students; however, they lack the necessary infrastructure to provide those opportunities. An internship toolbox will provide employers with sample job descriptions, work plans, and evaluation/feedback tools to document student performance. Outreach Coordinator will work with local employers to customize and implement these tools. Additionally, businesses are also discouraged from developing robust internship programs by the widely varying administrative requirements/processes established by each educational institution. GO TECH will facilitate discussions between educational institutions to create a universal set of administrative requirements for WBL partners and internship sponsors.

**GO TECH will provide registered apprenticeships and industry recognized certifications.** For students looking to enter IT professions, industry certifications can be a valuable way to get ahead of the competition. It is estimated that less than 10% of Vol State's CIT students are taking industry certification exams. This is largely attributed to financial barriers. GO TECH can remove those barriers and provide students with a valuable asset prior to their job search.

GO TECH also will provide registered apprenticeship opportunities through the Apprenti TN program. To expand career pathways and increase positive economic mobility, the Nashville Technology Council Foundation launched Apprenti TN, a technology registered apprenticeship program, in 2018. Apprenti TN combines industry certifications attained through bootcamp-style classroom training and paid on-the-job training for placement in high paying, high-skill occupations, e.g. network administrator, system administrator, IT support professional, and data center technician.

By partnering with our local community colleges, Apprenti TN builds upon Middle Tennessee's current assets to offer a solution to close the tech skills gap by providing high quality, accelerated skill building. The classroom training period is 12-24 weeks depending on occupational track. During the front-loaded training, the apprentices will earn at least two industry recognized certifications (e.g., CompTIA A+, CompTIA Network+, Microsoft MCSA, Microsoft MTA, Cisco CCNA, etc.). Students earning these industry-recognized certifications can apply to Vol State and receive college credit for the courses associated with the skills demonstrated in these exams. The certifications eligible for these credits and the associated courses are defined in Appendix 1. These certifications and associated credit hours will provide participants with stackable credentials and a great running start toward completion of a college degree, helping the state reach "Drive to 55" goals and meet workforce demands of Tennessee employers.

In the first year of the program, over 1600 people have taken the Apprenti TN online assessment. Most of those people were identified through the 25 community agency partners (Appendix 2) that share this opportunity and encourage local residents to participate who are underemployed and interested. More than half have scored above an 80% and moved into an intensive interview process that examines career goals, fitness for an intensive training program, and the soft skills necessary to be a culture fit with local hiring partners. Those who are successful in that process move forward to interview with employers (hiring partners). The Selection Process is detailed in Appendix 3. Those selected by hiring partners to become an apprentice sign a contract contingent on successful completion of the training (Appendix 4).



The apprentice will work with a hiring partner for one year of paid on-the-job training. During those 12 months, they will begin at a training wage that is at least 60% of fully-qualified regular employees with wages increasing over the year of apprenticeship. Those who successfully complete their front-loaded technical training and 2,000 hours (or one year) of OJT can expect to earn the going rate for entry level positions in their chosen occupation.

The GO TECH project will allow Apprenti TN to scale across Middle Tennessee through the community colleges. A full-time, certified instructor will be hired to deliver training on both Vol State and Nashville State campuses, rotating between sites quarterly. This will allow bootcamp style training to be offered throughout the region. In addition, two dedicated classrooms will be transformed into computer labs at to offer the front-loaded classroom training to the apprentices. Each classroom will have 20 workstations at estimated cost of \$1500 each for furniture, computers, classroom infrastructure.

## 2.2 Project Timeline with Measurable Objectives (Appendix 5 provides larger table)

PROJECT MILESTONES	TIMELINE WITH QUARTERLY PERFORMANCE METRICS										TOTAL
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	
Kick Off Partner Meeting											
ENHANCE ACADEMIC PROGRAMS											
Recruit new employers to participate in VSCC Advisory Council		2		2		2		2			8 employers
Annual Summit (K12, Community College, Univ, Employers)											3 events - 100 participants each
Externships for High School and Community College Faculty			5				10				Minimum 15 teachers
Teachers Participating in TN Rural STEM Collaborative			3				3				Minimum 6 teachers
EXPAND PATHWAYS											
Meet with teachers to plan summer programs											
Tech Summer Programs in Robertson, Sumner, Wilson			6				6				12 camps/24 teachers/250 students
Outreach to undeclared majors											
CREATE PATHWAYS TO CREDENTIALS											
Kick-off Meeting with RCS/VSCC to launch dual enrollment											
Launch dual enrollment coding course in Robertson County			20				25				45 students
Recruit teachers for Tech Endorsement											
Teacher Credentialing for Tech Endorsement			2		2		3		4		11 teachers
Industry certification exams to students/apprentices											200 students
WORK BASED LEARNING											
Launch Speakers Bureau for Guest Speakers in Classrooms											
Promote Speakers Bureau to Faculty											
Traveling Tech Day Field Trips for High School Students		60		80		100		100		140	480 students
Job Shadow Days/InfoInterviews for College/Univ Students											Minimum 100 students
Internships for HS/Community College/Univ Students											Minimum 150 students
Establish universal requirements for internships/WBL											
REGISTERED APPRENTICESHIP WITH INDUSTRY CERTIFICATIONS											
Apprenti TN Instructor #1 Hired											
Apprenti TN Instructor #2 Hired											
Apprenti TN Dedicated Classrooms Completed											
Apprenti TN Cohort - Vol State		15		18		36		36		36	141 apprentices
Apprenti TN Cohort - Nashville State			15		18		36		36		105 apprentices

**2.3 Recruitment of Underrepresented Groups:** All programs will seek to increase women and minorities with tech skills. Currently, across tech occupations, males occupy approximately two-thirds of tech roles. When compared to the general working population in Middle Tennessee, the tech workforce has a lower percentage of Black (-5.7%) and Hispanic or Latino (-2.2%) workers (Source: MTSU State of Middle Tennessee Tech 2018 workforce report). Specifically, Apprenti TN actively recruits women, minorities and veterans — although anyone is eligible to apply. To date, 51% of the participants are minorities, 50% are veterans, and 25% are women.

**2.4 Project Governance and Accountability Plan:** Sandi Hoff with the NTC will serve as the Project Director. The project shall be governed by a Steering Committee that consists of technology leaders representing the following organizations: the NTC, the CTE Directors at Sumner, Wilson, and Robertson County Schools, the Dean of Business and Technology at Vol State, the Chair of the Technology Department at Volunteer State Community College, Workforce Essentials, Dollar General, HCA, and Asurion. The Steering Committee shall meet quarterly to review progress on the project metrics and make decisions regarding programming, community outreach strategies, budgeting, and sustainability.

## SECTION 3: STRENGTH OF PARTNERSHIP

The roles for each partner are identified below, and the specific responsibilities are fully documented in the GO TECH Memorandum of Understanding (Appendix 6).

**Local Economic Development Agencies:** The NTC will serve as the lead and provide management, staffing, and administrative support to the project. Workforce Essentials and local chambers of

commerce have been working together over many years to align the skills taught in the classroom with the demands of local business. The chambers of commerce will support this project by promoting WBL opportunities to local employers.

**Employers with Demonstrated Need:** GO TECH has 16 corporate partners representing almost 10,000 technology workers in the region. These technology industry partners will invest in this project both financially and through the engagement of their employees. These corporations will devote the time needed to work with colleges and local school systems to build long-term relationships and will provide volunteers to work with students and make presentations, fund and host internships, apprenticeships, and job shadowing opportunities, and participate in career fairs.

**Higher Education Institutions:** The higher education institutions' primary role in this project is to create an educated, credentialed tech workforce in Middle Tennessee. In addition, Vol State has committed to build long-term relationships with local school systems and the technology industry, in order to increase the pipeline of students for their programs.

**K-12 Education:** Sumner County Schools, Robertson County School, and Wilson County Schools are partners for GO TECH. The participation of all three local school systems will be key to the success of this project. Local schools will promote field trips, summer programs, internship opportunities, new technology, dual enrollment courses for students, and provide opportunities for industry and Vol State to engage their middle and high school students.

#### SECTION 4: BUDGET PLAN NARRATIVE

GO TECH requests \$1,000,000 in total funding for the 30-month grant period. The Budget Worksheet is provided as Appendix 7.

## PROFESSIONAL FEES/ GRANTS AND AWARDS: \$850,450

**Professional Fees:** The **Project Director** (50% FTE provided in-kind by the NTC as Grantee Participation; annual salary/benefits \$120,000) will lead the implementation of the grant including: providing team leadership, managing programmatic and financial reporting, ensuring proper data collection to track performance measures and making community presentations. The **Outreach Coordinator** (100% FTE; annual salary/benefits \$70,000) will lead the project in the outreach to local employers to recruit college advisory council members, internship providers, guest speakers, and apprenticeship hiring partners. The Outreach Coordinator will also recruit Community Partners in Robertson, Sumner, and Wilson Counties. The Outreach Coordinator will also plan and execute the education/industry summits. The **Work-Based Learning Coordinator** (100% FTE; annual salary/benefits \$70,000) will lead the project in the development of the internship toolbox and management of the internship program, which includes promotion of the internship program to local industry, intern placement, tracking intern progress, data collection, developing meaningful content for interns and prospective interns, and working with partner organizations to collaboratively create standard administrative processes for employers to use when initiating and documenting internship programs. The WBL Coordinator will also plan Traveling Tech Days, build the Speakers Bureau, and assist with the apprentices. The **Bootcamp Instructors** (100% FTE; annual salary/benefits \$100,000) will provide the front-loaded instruction for the apprentices. The first bootcamp instructor will be hired immediately. The second instructor will be hired one year later, once the demand has grown to the point that additional cohorts are needed. **Camp Instructors and Assistants** (seasonal) will provide technology instruction in the summer to middle and high school students. Camp instructors earn \$1000 per week and

assistant instructors earn \$600 per week. For 12 camps, the total cost is estimated at \$19,200.

**Vol State Intern** (\$12/hour, 15 hours/week) will support these high school engagement activities.

GO TECH would provide funding for an intern in Fall, Winter, and Summer semesters. During summer semester, the intern would work with Vol State CIT faculty to develop and implement engagement initiatives to enhance applicant and student retention and persistence.

**Faculty Professional Development:** Scholarships provided for TSIN Rural STEM Collaborative Program for one teacher from Wilson, Sumner, and Robertson County each year. The cost is \$1000 per teacher for 6 teachers at a total estimated cost of \$6000. Tuition reimbursement for two courses (CIT 1301, Intro to Programming and CITC 2391 Special Topics in Computers), books, and supplies for teachers in Wilson, Sumner, and Robertson County Schools seeking tech endorsement. Cost estimated at \$2000 per teacher for 10 teachers at a total estimated cost of \$20,000.

**Industry Certification Exams:** Technology industry certification exams vary in cost. The average cost for an exam appropriate for an entry-level professional is \$250. The grant will cover industry certification exams for both traditional Vol State students and apprentices. GO TECH will cover the expenses for 200 exams over the grant period.

#### **SUPPLIES: \$64,550**

Supplies are necessary for summer technology camps. Estimated costs for the camps are \$350-400 per camp. Total cost for 12 camps is \$4,550. The estimated cost of creating two computer labs for apprentice training is \$30,000 per classroom. Each classroom will have 20 workstations at estimated cost of \$1500 each.

## TRAVEL/MEETINGS/CONFERENCES: \$5,000

Each year a summit will be held with an approximate cost of \$2500 per summit.

## SECTION 5: SUSTAINABILITY

GO TECH is uniquely qualified to create and sustain this program because the lead entity, the NTC, has been in existence since 1999 and in the workforce development business since 2008 and has a proven track record of success. GO TECH will continue to follow this project approach and governance structure after the initial grant period.

Apprenti TN is designed to be a revenue generating program. A \$2,500 administrative fee is paid by hiring partners for each apprentice hired for work completed by Apprenti TN team throughout the apprenticeship. This work includes but is not limited to: building partnerships, recruiting, tracking of apprentices and filings with the USDOL. GO TECH estimates 180 apprentices in the last 12 months of the grant, which will generate \$450,000 in revenue. The recurring costs for all programs are less than \$400,000. Therefore, at the end of this grant period, we will have the volume of apprentices needed to have a self-sustaining program going forward.

## Appendix 1: Industry Certifications



Business and Technology  
Credit Towards AAS Degree (CIT Option)  
For Prior Computer Information Technology Certifications

Please PRINT

Student ID Number	Student First Name	Student Middle Name	Student Last Name

Students that have industry recognized certifications are eligible to receive academic credit for selected courses contained in the College's Computer Information Technology degrees.

Certification Name	✓	CITC Course Rubric and Name	Credits	CIT Chair Initials
CompTIA A+ Certification		CITC 1321 - A+ Hardware	3	
		CITC 1322 - A+ Software	3	
CompTIA Network + Certification		CITC 1302 - Introduction to Networking	3	
		CITC 1326 - Network +	3	
CompTIA Security + Certification		CITC 2326 - Network Security	3	
CompTIA Mobility + Certification		CITC 2373 - Wireless Networks	3	
CompTIA Project + Certification		CITC 1334 - Project Management I	3	
CompTIA Linux + Certification		CITC 1332 - Unix/Linux Operating System	3	
Project Management Institute PMP		CITC 1334 - Project Management I	3	
Project Management Institute CAPM		CITC 1334 - Project Management I	3	
Cisco CCENT Certification		CITC 1323 - CCNA I	3	
		CITC 1324 - CCNA II	3	
Cisco CCNA R&S Certification		CITC 2321 - CCNA III	3	
		CITC 2322 - CCNA IV	3	
Cisco CCNA Security Certification		CITC 2326 - Network Security	3	
(ISC)2 CISSP Cybersecurity		CITC 2326 - Network Security	3	
		CITC 1351 - Principles of Information Assurance	3	
MCSA 70-410 Installing Windows Server		CITC 2337 - Active Directory	3	
MCSA 70-411 Windows Server Administration		CITC 2320 - Windows Server Administration	3	
MCSA 70-698 Configuring Windows 10		CITC 1330 - Microsoft Desktop Operating Systems	3	
IC3 Digital Literacy Certification (CertiPort)		INFS 1010 - Computer Applications	3	

\_\_\_\_\_  
(Student Name)

is recommended by the Dean of Business and Technology for approval by the Vice President for Academic Affairs to be awarded \_\_\_\_\_ hours of academic credit based on the Certifications listed.

APPROVED: \_\_\_\_\_ DATE: \_\_\_\_\_  
CIT Department Chair

APPROVED: \_\_\_\_\_ DATE: \_\_\_\_\_  
Dean of Business and Technology

APPROVED: \_\_\_\_\_ DATE: \_\_\_\_\_  
Vice President of Academic Affairs

## Appendix 2: Community Partners

**Role of Community Partners:** Apprenti TN is a community initiative focused on bridging the opportunity gap by training a diverse populations. Relationships with community organizations ensure that the program remains inclusive and is focused on bridging the opportunity gap. Building capacity for Apprenti TN has required engaging multiple stakeholders – many of whom are our community partners who serve as program ambassadors. Our community partners ensure Nashville’s diverse population is aware of and participates in Apprenti TN. The role of local community partners is to identify candidates that are underemployed and have the aptitude and grit for a technology career. Apprenti TN works closely with local nonprofits whose clientele could benefit from a technology apprenticeship program. Partners provide opportunities for Apprenti TN staff to discuss the program by hosting targeted events onsite or participating in existing functions, as well as distributing literature to increase the reach of our message.

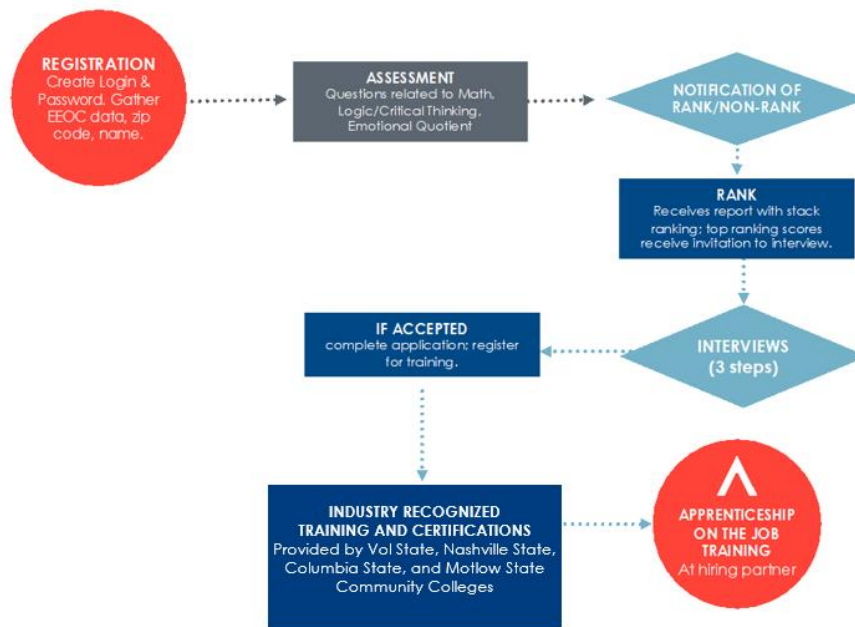
**Through GO TECH, the Outreach Coordinator will identify and build relationships with local nonprofits in Roberston, Wilson, and Sumner counties.**

### Current Community Partners:

Nashville Career Center  
Workforce Essentials  
Goodwill Industries  
Nashville Chamber of Commerce  
Ft Campbell USO  
Operation Stand Down  
Metro Housing Authority  
Martha O’Bryan Center  
YWCA  
Women in Technology TN  
Urban League of Middle Tennessee  
Knowledge Academies  
Bunker Labs  
Metropolitan Action Commission  
Salvation Army  
United Way of Nashville  
United Way of Williamson County  
Bordeaux North Nashville Community PTA  
Courtney Fullum - Thompson Kane  
Family and Children Services  
Gallatin Econ Development Agency  
ICD/USW Learning Center  
Lee Chapel AME Church  
One Nashville  
The Connect Magazine  
Vine Glen MB Church



## Appendix 3: Apprenti TN Section Process



**Candidate Evaluation and Selection:** Guided by Apprenti TN’s commitment to increase access to high-paying technology jobs for minorities, women, and veterans, the program has a unique and comprehensive on-boarding process. That process begins with the completion of a basic online profile through the Apprenti TN portal, which does not require a candidate to disclose any education or employment background.

The candidate is evaluated through an online assessment, followed by a series of phone and direct interviews. The online assessment, developed to identify individuals with the potential to succeed in high demand technology career pathways, tests the candidate’s competencies in math and logic, critical thinking, and emotional intelligence. If the assessment is passed successfully, the applicant is moved into a ranking system, based on their assessment scores, and the highest-ranking candidates move forward into the interviewing process. The applicant will then participate in a face-to-face interview with Apprenti TN staff and hiring partners. At no point in the process does the hiring partner inquire about past work or education experience.

**Apprenticeship Training Process:** Once the hiring partner interview is successful, the candidate and hiring partner will sign a contingent contract (the contingency being that the candidate successfully completes the front-end training associated with the occupation of need). Following the signing of the contingent contract, depending on the field chosen, the new apprentice will receive three to six months of technical training followed by one-year (2,000 hours) of full-time, paid, OJT training in the occupation being sought by the hiring partner(s). Upon completion of the OJT portion of the apprenticeship, the apprentice becomes a journeyman in their occupation and receives a journeyman card that will be recognized as a national, portable certificate of occupational competence.

## Appendix 4: Hiring Partners

**Hiring Partner Responsibilities:** As a registered apprenticeship program, Apprenti TN is required by law to meet the parameters established by the National Apprenticeship Act to protect the welfare of the apprentice. Apprenti TN will act as the Apprenticeship Intermediary - managing the apprentice employment process, maintaining documentation and fulfilling statutory reporting requirements for all apprentices registered in the Apprenti program. Hiring partners affiliated with Apprenti TN must commit to the approved Standards of Apprenticeship, including but not limited to, supervision and one-to-one mentorship of apprentice for OJT training, paying apprentices at least \$36,000 or 60% of entry-level salary (whichever is higher) plus benefits for one year with a 10% raise after six months based on improved proficiency, and providing OJT instruction and experience as is necessary to become a qualified journey-level worker in the agreed upon occupation. This agreement is solidified with the signing of a memorandum of understanding (MOU) by the hiring partner.

### Initial Hiring Partners:

3-D Technology  
Change Healthcare  
Community Health Systems  
A.O. Smith  
The General  
HCA  
Technology Advice  
Nashville Public Television  
Uniguest  
Center for Medical Interoperability  
Plow  
Parallon  
Infoworks  
Bank of New York Mellon  
Ingram Content & Ingram Barge  
Teklinks  
Atiba  
Stratasan  
Kraft Technology Group  
Eventbrite  
Brookdale  
Lifeway  
Bridgestone Americas  
UBS  
Asurion  
Evidence Care  
Alliance Bernstein  
Bedroc  
Dell EMC

## Appendix 5: Timeline and Performance Measures

PROJECT MILESTONES	TIMELINE WITH QUARTERLY PERFORMANCE METRICS										TOTAL
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	
Kick Off Partner Meeting											
ENHANCE ACADEMIC PROGRAMS											
Recruit new employers to participate in VSCC Advisory Council		2		2		2		2			8 employers
Annual Summit (K12, Community College, Univ, Employers)											3 events - 100 participants each
Externships for High School and Community College Faculty			5				10				Minimum 15 teachers
Teachers Participating in TN Rural STEM Collaborative			3				3				Minimum 6 teachers
EXPAND PATHWAYS											
Meet with teachers to plan summer programs											
Tech Summer Programs in Robertson, Sumner, Wilson			6				6				12 camps/24 teachers/250 students
Outreach to undeclared majors											
CREATE PATHWAYS TO CREDENTIALS											
Kick-off Meeting with RCS/VSCC to launch dual enrollment											
Launch dual enrollment coding course in Robertson County			20				25				45 students
Recruit teachers for Tech Endorsement											
Teacher Credentialing for Tech Endorsement			2		2		3		4		11 teachers
Industry certification exams to students/apprentices											200 students
WORK BASED LEARNING											
Launch Speakers Bureau for Guest Speakers in Classrooms											
Promote Speakers Bureau to Faculty											
Traveling Tech Day Field Trips for High School Students		60		80		100		100		140	480 students
Job Shadow Days/InfoInterviews for College/Univ Students											Minimum 100 students
Internships for HS/Community College/Univ Students											Minimum 150 students
Establish universal requirements for internships/WBL											
REGISTERED APPRENTICESHIP WITH INDUSTRY CERTIFICATIONS											
Apprenti TN Instructor #1 Hired											
Apprenti TN Instructor #2 Hired											
Apprenti TN Dedicated Classrooms Completed											
Apprenti TN Cohort - Vol State		15		18		36		36		36	141 apprentices
Apprenti TN Cohort - Nashville State			15		18		36		36		105 apprentices

## Appendix 6: GO TECH Partner MOU

### GO TECH: Growing Opportunities in Technology Partner Memorandum of Understanding

GO TECH seeks to provide an employer-driven regional, collaborative approach to address the challenge of job candidate “skills gaps” by increasing the local tech workforce pool in Sumner, Robertson, and Wilson counties. GO TECH will enhance, expand and create academic programs by creating opportunities for meaningful interaction and alignment between technology employers, local school systems, community colleges and universities that result in long-term relationships and a net gain in the local technology workforce. GO TECH will develop and implement collaborative, meaningful, and structured WBL by being the intersection between employers and future employees to provide the context of tech jobs and promotes engagement between students and local industry professionals. GO TECH will provide industry certifications and registered apprenticeships to increase the technology-skilled workforce in Middle Tennessee.

As members of this partnership, all parties agree to:

- Meet no less than quarterly,
- Share all data needed to develop programs and track progress,
- Share any information about other initiatives that would allow for collaboration and reduce duplication of efforts, and
- Sustain program efforts beyond the 30-month grant period.

**Greater Nashville Technology Council** agrees to:

- Support partner institutions in identifying and recruiting executives from preferred employers into their Technology Advisory Councils
- Support and facilitate the appointment of appropriate tech program leaders from area colleges and school systems to appropriate industry councils in the region
- Organize the Annual Summits and invite all partners,
- Organize field trips to tech industry job sites
- Connect students and teachers to job shadow days, externships, internships, and apprenticeships,
- Launch a Speakers Bureau to connect guest speakers to classrooms seeking expertise,
- Provide the framework, registration and administration for summer programs, and
- Provide the framework, registration and administration for apprenticeships.

**Volunteer State Community College** agrees to:

- Provide the GO TECH outreach coordinator with Vol State technology program marketing literature for promoting post-secondary education pathways at high school engagement activities,
- Select a high-achieving, final semester Vol State CIT student as an intern to support high school engagement activities,
- Provide up to three credit hours for eligible students who participate in a qualifying WBL internship program,

- Partnering with Robertson County Schools to provide dual enrollment technology courses for high school students,
- Provide instructors for dual enrollment courses,
- Provide credit for the dual enrollment courses,
- Provide coursework and mentor support for teachers seeking the tech endorsement,
- Partner with the NTC to provide instructors for the front-loaded training for apprentices,
- Designate dedicated classroom space for the front-loaded apprenticeship training,
- Provide college credit to apprentices passing industry-recognized certification exams following their completion of the Apprenti TN front-loaded training, and
- Promote job shadow opportunities and internships to Vol State students.

**Nashville State Community College** agrees to:

- Partner with the NTC to provide instructors for the front-loaded training for apprentices,
- Designate dedicated classroom space for the front-loaded apprenticeship training, and
- Where appropriate, provide college credit to apprentices for the front-loaded training.

**Robertson County Schools** agrees to:

- Seek authorization from the Tennessee Department of Education to enroll students in dual enrollment courses,
- Promote dual enrollment courses to the students,
- Provide transportation to students enrolled in dual enrollment course,
- Recruit teachers interested in obtaining the technology endorsement for their licenses and support their participation in Vol State's CIT offerings leading to a TDOE endorsement,
- Promote summer programs to students,
- Recruit teachers for summer programming,
- Provide classroom space for summer programming,
- Promote Traveling Tech Day field trips to students and teachers,
- Provide transportation for students for Traveling Tech Day field trips, and
- Promote job shadow days and internship opportunities to students.

**Sumner County Schools** agrees to:

- Actively recruit teachers to determine interest in obtaining the technology endorsement for their licenses and support their participation in Vol State's CIT offerings leading to a DOE endorsement,
- Promote summer programs to students,
- Recruit teachers for summer programming,
- Provide classroom space for summer programming,
- Promote Traveling Tech Day field trips to students and teachers,
- Provide transportation for students for Traveling Tech Day field trips, and
- Promote job shadow days and internship opportunities to students.

**Wilson County Schools** agrees to:

- Promote summer programs to students,
- Recruit teachers for summer programming,
- Provide classroom space for summer programming,
- Promote Traveling Tech Day field trips to students and teachers,
- Provide transportation for students for Traveling Tech Day field trips, and

- Promote job shadow days and internship opportunities to students.

**Chambers of Commerce** agree to:

- Promote the grant to its members,
- Identify potential corporate partners during the duration of the grant, and
- Refer all potential partners to the lead agency.

**Workforce Investment Board** agrees to:

- Participate on the Advisory Boards when appropriate,
- Identify potential students for degree programs,
- Identify potential apprentices,
- Provide a direct connection to the myriad of services offered in the American Job Center system to customers, students and employers participating in the GO TECH program,
- Co-enroll youth and adult participants who qualify under the Workforce Innovation and Opportunity Act (WIOA) bringing additional supports to the individual to eliminate barriers to training, and
- Provide additional tailored support services (such as transportation) for qualified WIOA customers to assist in their transition to employment.

The parties enter into this MOU to be signed by:



Sandi Hoff  
Greater Nashville Technology Council



Jerry Faulkner, Ph.D.  
Volunteer State Community College



Chase Moore  
Sumner County Schools



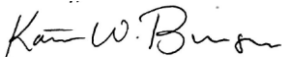
Shanna Jackson, Ph.D.  
Nashville State Community College



Mark Gregory  
Robertson County Schools



James Fenton  
Gallatin Chamber of Commerce



Katherine Burgun  
Wilson County Schools



Courtney Ross  
Nashville Area Chamber of Commerce



Marla Rye  
Workforce Essentials

## Appendix 7: Budget Worksheet

GRANT BUDGET				
GIVE Program Competitive Grant				
The grant budget line-item amounts below shall be applicable only to expenses incurred during the following				
Applicable Period: BEGIN: October 24, 2019 END: April 25, 2022				
POLICY03 Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY <sup>1</sup>	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1, 2	Salaries, Benefits & Taxes	0.00	0.00	0.00
4, 15	Professional Fee, Grant & Award <sup>2</sup>	850,450.00	150,000.00	1,000,450.00
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	64,550.00	0.00	64,550.00
11, 12	Travel, Conferences & Meetings	5,000.00	0.00	5,000.00
13	Interest <sup>2</sup>	0.00	0.00	0.00
14	Insurance	0.00	0.00	0.00
16	Specific Assistance To Individuals	0.00	0.00	0.00
17	Depreciation <sup>2</sup>	0.00	0.00	0.00
18	Other Non-Personnel <sup>2</sup>	0.00	0.00	0.00
20	Capital Purchase <sup>2</sup>	0.00	0.00	0.00
22	Indirect Cost	80,000.00	0.00	80,000.00
24	In-Kind Expense	0.00	0.00	0.00
25	<b>GRAND TOTAL</b>	<b>1,000,000.00</b>	<b>150,000.00</b>	<b>1,150,000.00</b>

<sup>1</sup> Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, *Uniform Reporting Requirements and Cost Allocation Plans for Sub recipients of Federal and State Grant Monies*, Appendix A. (posted on the Internet at: [www.state.tn.us/finance/act/documents/policy3.pdf](http://www.state.tn.us/finance/act/documents/policy3.pdf)).

<sup>2</sup> Applicable detail follows this page if line-item is funded.

## Appendix 8: Data Sources

Top Emerging Tech Study (RentCafe):

<https://www.bizjournals.com/nashville/news/2019/03/26/studynashville-ranks-among-the-top-emerging-tech.html>

Academic Supply and Occupational Demand Report 2019 (THEC):

<https://www.tn.gov/content/dam/tn/thec/bureau/research/other-research/supply-demand/2019%20Academic%20Supply%20and%20Occupational%20Demand%20Report.pdf>

LEAP Occupational Analysis (Center for Economic Research in Tennessee):

[https://www.tn.gov/content/dam/tn/ecd/documents/LEAP%20Report\\_11-1-2018.pdf](https://www.tn.gov/content/dam/tn/ecd/documents/LEAP%20Report_11-1-2018.pdf)

State of Middle Tennessee Tech 2018 Workforce Report (MTSU):

<https://www.mtsu.edu/isa/documents/MT-Tech-Workforce-2018.pdf>

2019 Tech Workforce Study (Nashville Area Chamber of Commerce):

[https://s3.amazonaws.com/nashvillechamber.com/PDFs/NACC\\_TECH\\_WORKFORCE\\_FINAL\\_3.pdf](https://s3.amazonaws.com/nashvillechamber.com/PDFs/NACC_TECH_WORKFORCE_FINAL_3.pdf)

Beyond Point and Click (Oracle Academy/Burning Glass):

[https://academy.oracle.com/pages/Beyond\\_Point\\_Click\\_final.pdf](https://academy.oracle.com/pages/Beyond_Point_Click_final.pdf)

MIT Living Wage Calculator: <http://livingwage.mit.edu/metros/34980>

TN ECD County Profile Tool: <https://tnecd.com/county-profiles/>



## Appendix 9: Letters of Support

### General Assembly

- Representative Chairman Clark Boyd, District 46
- Representative Johnny Garrett, District 45
- Representative Brandon Ogles, District 61
- Senator Mark Pody, District 17
- Representative Jason Powell, District 53
- Senator Minority Leader Jeff Yarbrow, District 21

### Chambers of Commerce

- Gallatin Economic Development Agency
- Nashville Chamber of Commerce
- Williamson, Inc.

### Workforce Investment Board

- Workforce Essentials

### Local School Systems

- Robertson County Schools
- Sumner County Schools
- Wilson County Schools
- Metropolitan Nashville Public Schools

### Corporate/Nonprofit Partners

- |                                       |                             |
|---------------------------------------|-----------------------------|
| • Asurion                             | • Metro Nashville IT&S      |
| • Brookdale                           | • Nissan North America      |
| • Center for Medical Interoperability | • Red Hat                   |
| • Dollar General                      | • Stratasan                 |
| • Golden Spiral                       | • Surgurui                  |
| • Guarino Advisors                    | • Veristor                  |
| • HCA                                 | • 3-D Technology Group      |
| • HPA/Cognizant                       | • Tennessee STEM Innovation |
| • Kraft CPAs                          | Network                     |

### Community Colleges

- Volunteer State Community College
- Nashville State Community College

Office of State Representative  
Brandon Ogles  
Majority Caucus Vice Chairman



rep.brandon.ogles@capitol.tn.gov  
615.741.6808

Williamson County  
District 61

State of Tennessee  
111<sup>th</sup> General Assembly

660 Cordell Hull Building  
425 5th Avenue North  
Nashville, TN 37243

09.05.2019

Chelle Travis

Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Subject: *GO TECH: Growing Opportunities in Technology*

Dear Ms. Travis:

We are writing to express our support for the Greater Nashville Technology Council's GO TECH: Growing Opportunities in Technology proposal.

The prosperity of Middle Tennessee's economy hinges on the ability of our labor force to meet the skill and competency needs of industry. We understand that business and industry must be engaged with our region's educational institutions to build and maintain a skilled workforce.

At an increased rate, the need for trained technology professionals is growing. Partnerships between businesses, post-secondary institutions, and local schools to increase the number of trained job seekers are pivotal to the economic growth of the region.

The partnerships established by the GO TECH program will create a strong foundation to address the barriers faced by employers in finding qualified workers, while educating students and the community about technology career pathways.

We support this project and believe that these types of public-private partnerships can make a difference in the economic prosperity of our region and state.

Sincerely,  
State Representative Brandon Ogles  
District 61

A handwritten signature in black ink, appearing to read "Brandon Ogles".

State Representative Chairman Clark Boyd  
District 46

A handwritten signature in black ink, appearing to read "Clark Boyd".

State Representative Johnny Garrett  
District 45

A handwritten signature in black ink, appearing to read "Johnny Garrett".



MARK PODY  
STATE SENATOR  
17TH LEGISLATIVE DISTRICT  
CANNON, CLAY, DEKALB, MACON,  
SMITH AND WILSON COUNTIES

425 5<sup>TH</sup> AVENUE NORTH  
CORDELL HULL BUILDING  
SUITE 754  
615-741-2421  
FAX: 615-253-0205

E-MAIL:  
Sen.mark.pody@capitol.tn.gov

**Tennessee Senate**  
**State of Tennessee**  
**NASHVILLE**

DISTRICT OFFICE:  
113 South Cumberland Street  
LEBANON, TENNESSEE  
37087  
1st Vice Chair  
Senate Transportation &  
Safety  
2nd Vice Chair  
Senate Energy, Ag and  
Natural Resources Committee  
Member  
Government Operations

September 5, 2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Subject GO TECH: Growing Opportunities in Technology

Dear Ms. Travis:

I am writing to express my support for the Greater Nashville Technology Council's GO TECH: Growing Opportunities in Technology proposal.

A primary challenge to the prosperity of the Middle Tennessee economy is the ability of our labor force to meet the skill and competency needs of industry. I believe that business and industry must be engaged with our region's educational institutions to build and maintain a skilled workforce.

The need for trained technology professionals is growing every year. Partnerships between businesses, the workforce system, post-secondary education, and local schools to increase the number of trained job seekers are of critical importance to the economic growth of the region.

The partnerships established by the GO TECH program will create a strong foundation to address the barriers faced by employers in finding qualified workers, while education students and the community about technology career pathways.

Page two

As Senator for District 17, I support this project and believe that these types of public private partnerships can make a difference in the economic prosperity of our region.

If you have any questions, please don't hesitate to let me know.

Sincerely,

A handwritten signature in black ink that reads "Mark A Pody". The signature is written in a cursive style, with the first name "Mark" and last name "Pody" being more prominent than the middle initial "A".

Mark A. Pody  
State Senator

MAP:ds

**JASON POWELL**

HOUSE DISTRICT 53  
rep.jason.powell@capitol.tn.gov  
418 CORDELL HULL BUILDING  
NASHVILLE, TN 37243

(615) 741-6861  
1-800-449-8366, EXT 16861  
FAX: (615) 253-0325



**House of Representatives**  
**State of Tennessee**  
**MINORITY WHIP**

**MEMBER**

111<sup>TH</sup> GENERAL ASSEMBLY

HOUSE COMMERCE COMMITTEE  
SUB – UTILITIES COMMITTEE

HOUSE STATE GOVERNMENT COMMITTEE  
SUB – CORRECTIONS COMMITTEE

9/3/2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Subject: *GO TECH: Growing Opportunities in Technology*

Dear Ms. Travis:

I am writing to express my support for the Greater Nashville Technology Council's *GO TECH: Growing Opportunities in Technology* proposal.

A primary challenge to the prosperity of the Middle Tennessee economy is the ability of our labor force to meet the skill and competency needs of industry. I believe that business and industry must be engaged with our region's educational institutions to build and maintain a skilled workforce.

The need for trained technology professionals is growing every year. Partnerships between businesses, the workforce system, post-secondary education, and local schools to increase the number of trained job seekers is of critical importance to the economic growth of the region.

The partnerships established by the GO TECH program will create a strong foundation to address the barriers faced by employers in finding qualified workers, while educating students and the community about technology career pathways.

I support this project and believe that these types of public private partnerships can make a difference in the economic prosperity of our region.

Sincerely,

A handwritten signature in black ink, reading "Jason L. Powell", is located below the "Sincerely," text.

Jason L. Powell  
Tennessee State Representative, District 53

JEFF YARBRO  
MINORITY LEADER  
21<sup>ST</sup> SENATORIAL DISTRICT



CORDELL HULL BUILDING, SUITE 764  
425 5<sup>th</sup> AVENUE NORTH  
NASHVILLE, TENNESSEE 37243  
(615) 741-3291

## Tennessee State Senate

NASHVILLE

### MEMBER OF COMMITTEES:

FINANCE, WAYS AND MEANS  
STATE & LOCAL GOVERNMENT  
HEALTH AND WELFARE  
RULES  
CALENDAR

August 22, 2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Subject: *GO TECH: Growing Opportunities in Technology*

Dear Ms. Travis:

I am writing to express my support for the Greater Nashville Technology Council's *GO TECH: Growing Opportunities in Technology* proposal.

A primary challenge to the prosperity of the Middle Tennessee economy is the ability of our labor force to meet the skill and competency needs of industry. I believe that business and industry must be engaged with our region's educational institutions to build and maintain a skilled workforce.

The need for trained technology professionals is growing every year. Partnerships between businesses, the workforce system, post-secondary education, and local schools to increase the number of trained job seekers is of critical importance to the economic growth of the region.

The partnerships established by the GO TECH program will create a strong foundation to address the barriers faced by employers in finding qualified workers, while educating students and the community about technology career pathways.

I support this project and believe that these types of public private partnerships can make a difference in the economic prosperity of our region.

Sincerely,

A handwritten signature in blue ink, appearing to read "Jeff Yarbro", followed by a long horizontal line.

Jeff Yarbro  
State Senator



**ECONOMIC DEVELOPMENT AGENCY**  
TRUE SUCCESS | AMAZING OPPORTUNITIES

September 3, 2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

**Subject: GO TECH: Growing Opportunities in Technology**

Dear Ms. Travis:

I would like to express my support for the Greater Nashville Technology Council's proposal GO TECH: Growing Opportunities in Technology.

A primary challenge to the prosperity of the Middle Tennessee economy is the ability of our labor force to meet the skill and competency needs of industry. I believe that business and industry must be engaged with our region's educational institutions to build and maintain a skilled workforce.

The need for trained technology professionals is growing every year. Partnerships between businesses, the workforce system, post-secondary education, and local schools to increase the number of trained job seekers is of critical importance to the economic growth of the region.

The partnerships established by the GO TECH program will create a strong foundation to address the barriers faced by employers in finding qualified workers, while educating students and the community about technology career pathways.

I support this project and believe that these types of public-private partnerships can make a difference in the economic prosperity of our region.

Sincerely,

James Fenton  
Executive Director



211 Commerce Street, Suite 100  
Nashville, Tennessee 37201  
615.743.3000

[nashvillechamber.com](http://nashvillechamber.com)

Thursday, August 29, 2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Subject: *GO TECH: Growing Opportunities in Technology*

Dear Ms. Travis:

I am writing to express my support for the Greater Nashville Technology Council's *GO TECH: Growing Opportunities in Technology* proposal.

A primary challenge to the prosperity of the Middle Tennessee economy is the ability of our labor force to meet the skill and competency needs of industry. I believe that business and industry must be engaged with our region's educational institutions to build and maintain a skilled workforce.

The need for trained technology professionals is growing every year. Partnerships between businesses, the workforce system, post-secondary education, and local schools to increase the number of trained job seekers is of critical importance to the economic growth of the region.

The partnerships established by the GO TECH program will create a strong foundation to address the barriers faced by employers in finding qualified workers, while educating students and the community about technology career pathways.

I support this project and believe that these types of public private partnerships can make a difference in the economic prosperity of our region.

Sincerely,

A handwritten signature in black ink, appearing to read 'Courtney Ross'.

Courtney Ross  
Chief Economic Development Officer  
Nashville Area Chamber of Commerce





August 12, 2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Nashville, TN 37243-0830

Subject: *GO TECH: Growing Opportunities in Technology*

Dear Ms. Travis:

I am writing to express Williamson, Inc.'s commitment to participate in the proposed *GO TECH: Growing Opportunities in Technology* project submitted by the Greater Nashville Technology Council, Volunteer State Community College and their Middle Tennessee partners.

Williamson, Inc. is committed to participating in the GO TECH project proposed to the Tennessee Higher Education Commission during the life of the grant in the following ways:

- Participate in Summits and Advisory Councils to provide meaningful feedback to the program's educational institutions and other partners on their curriculum and worker preparation activities.
- Provide job shadowing opportunities to students.
- Encourage employees to volunteer in classroom environments to promote technology careers and facilitate case-based learning.
- Encourage employers to participate in career fairs.

We are pleased to be part of this project and look forward to implementing many of the proposed activities which will result in an increased pipeline of trained IT workers throughout the region, strengthening our presence and ability to grow our workforce in Middle Tennessee.

Sincerely,

A handwritten signature in black ink, appearing to read "Matt Largen", with a large, stylized flourish extending from the end of the signature.

Matt Largen  
President and CEO  
Williamson, Inc.

August 30, 2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Subject: *GO TECH: Growing Opportunities in Technology*

Dear Ms. Travis:

I am writing to express my support for the Greater Nashville Technology Council's *GO TECH: Growing Opportunities in Technology* proposal.

A primary challenge to the prosperity of the Middle Tennessee economy is the ability of our labor force to meet the skill and competency needs of industry. I believe that business and industry must be engaged with our region's educational institutions to build and maintain a skilled workforce.

The need for trained technology professionals is growing every year. Partnerships between businesses, the workforce system, post-secondary education, and local schools to increase the number of trained job seekers is of critical importance to the economic growth of the region.

The partnerships established by the GO TECH program will create a strong foundation to address the barriers faced by employers in finding qualified workers, while educating students and the community about technology career pathways.

I support this project and believe that these types of public private partnerships can make a difference in the economic prosperity of our region.

Sincerely,

A handwritten signature in blue ink that reads 'Marla W. Rye'.

Executive Director  
Workforce Essentials



Robertson County Schools  
Career and Technical Education Department  
800 M.S. Coutts Blvd.  
615-384-5588  
[mark.gregory@rcstn.net](mailto:mark.gregory@rcstn.net)

August 29, 2019

Chelle Travis

Tennessee Higher Education Commission

404 James Robertson Parkway, Suite 1900

Nashville, TN 37243-0830

Subject: GO TECH: Growing Opportunities in Technology

Dear Ms. Travis:

I am writing to express Robertson County Schools support of the proposed GO TECH: Growing Opportunities in Technology project submitted by the Greater Nashville Technology Council and Volunteer State Community College.

Tech is the fastest-growing occupational sector in the world. The number one job for 2018, as reported by U.S. News & World Report, was software developer. Middle Tennessee is one of the fastest growing regions in the United States, ranking 7th in technology job growth by Forbes magazine and ranking 2nd in overall job growth since 2009. With this level of growth in workforce demand and record low unemployment, additional attention must be placed on growing the supply of skilled workers, specifically technology professionals. With every city in the nation competing for available tech talent, it is not realistic to think that we can recruit all the talent needed to sustain and grow our needs.

Therefore, there is little doubt that there is a need for the employer-driven GO TECH project to provide a regional, collaborative approach to address the challenge of job candidate "skills gaps" by increasing the local technology workforce pool for employers in Middle Tennessee.

We are excited about the opportunity to expand and create technology academic programs through corporate involvement, community outreach and programming in the middle and high schools that will ultimately result in an increased number of credentialed graduates. As a partner on this project, we will provide access to the students and assist in the coordination of activities for the K-12 programming in the GO TECH project. This programming will promote technology activities in classrooms and after-school programs, as well as increase students' awareness of IT career paths.

I am pleased to partner on this exciting project, and I look forward to seeing the implementation of many of the proposed activities which will result in an increased pipeline of trained technology workers throughout the region, strengthening our presence and ability to grow our workforce in Middle Tennessee.

Sincerely,

A handwritten signature in black ink, appearing to read "Mark C. Gregory", with a long, sweeping horizontal line extending to the right.

Mark C. Gregory  
CTE Supervisor



# Sumner County Board of Education

Del R. Phillips III, Ph.D.

Director of Schools

695 East Main Street Gallatin, TN 37066-2472

Phone: (615) 451-5200 Fax: (615) 451-5216

September 5, 2019

Chelle Travis

Tennessee Higher Education Commission

404 James Robertson Parkway, Suite 1900

Nashville, TN 37243-0830

Subject: *GO TECH: Growing Opportunities in Technology*

Dear Ms. Travis:

I am writing to express Sumner County Schools' support of the proposed GO TECH: Growing Opportunities in Technology project submitted by the Greater Nashville Technology Council and Volunteer State Community College.

Tech is the fastest-growing occupational sector in the world. The number one job for 2018, as reported by U.S. News & World Report, was software developer. Middle Tennessee is one of the fastest growing regions in the United States, ranking 7th in technology job growth by Forbes magazine and ranking 2nd in overall job growth since 2009. With this level of growth in workforce demand and record low unemployment, additional attention must be placed on growing the supply of skilled workers, specifically technology professionals. With every city in the nation competing for available tech talent, it is not realistic to think that we can recruit all the talent needed to sustain and grow our needs. Therefore, there is little doubt that there is a need for the employer-driven *GO TECH* project to provide a regional, collaborative approach to address the challenge of job candidate "skills gaps" by increasing the local technology workforce pool for employers in Middle Tennessee.

We are excited about the opportunity to expand and create technology academic programs through corporate involvement, community outreach and programming in the middle and high schools that will ultimately result in an increased number of credentialed graduates. As a partner on this project, we will provide access to the students and assist in the coordination of activities for the K-12 programming in the *GO TECH* project. This programming will promote technology activities in classrooms and after-school programs, as well as increase students' awareness of IT career paths.

I am pleased to partner on this exciting project, and I look forward to seeing the implementation of many of the proposed activities which will result in an increased pipeline of trained technology workers throughout the region, strengthening our presence and ability to grow our workforce in Middle Tennessee.

Sincerely,

Chase Moore

Supervisor of CTE and STEM

Sumner County Schools



## WILSON COUNTY SCHOOLS

Excellence in all we do!

August 17, 2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Subject: GO TECH: Growing Opportunities in Technology

Dear Ms. Travis:

Wilson County Schools supports the proposed GO TECH: Growing Opportunities in Technology project submitted by the Greater Nashville Technology Council and Volunteer State Community College.

Tech is the fastest-growing occupational sector in the world. The number one job for 2018, as reported by U.S. News & World Report, is software developer. Middle Tennessee is one of the fastest growing regions in the United States, ranking 7th in technology job growth by Forbes magazine and ranking 7<sup>th</sup> in technology job growth since 2009. With this level of growth in workforce demand and record low unemployment, additional attention must be placed on growing the supply of skilled workers, specifically technology professionals. With every city in the nation competing for available tech talent, it is not realistic to think that we can recruit all the talent needed to sustain and grow our needs. Therefore, there is little doubt that there is a need for the employer-driven GO TECH project to provide a regional, collaborative approach to address the challenge of job candidate "skills gaps" by increasing the local technology workforce pool for employers in Middle Tennessee.

We are excited about the opportunity to expand and create technology centered academic programs through corporate involvement, community outreach, and K-12 programming in our schools. Such opportunities will ultimately result in an increased number of credentialed graduates ready to fill workforce demands. As a partner on this project, we will provide access to the students and assist in the coordination of activities for the K-12 programming in the GO TECH project. This programming will promote technology activities in classrooms and after-school programs, as well as increase students' awareness of IT career paths.

I am pleased to partner on this exciting project, and I look forward to implementing many of the proposed activities which will result in an increased pipeline of trained technology workers throughout the region, strengthening our presence and ability to grow our workforce in Middle Tennessee.

Sincerely,

Kate W. Burgun  
Supervisor of High School Instruction  
Wilson County Schools  
[burgukat100@wcschools.com](mailto:burgukat100@wcschools.com)



Sandi Hoff, Executive Director  
NTC Foundation  
500 Interstate Blvd, South, Suite 200  
Nashville, TN 37210

Re: Apprenti TN

Dear Sandi:

I am writing to express Metro Nashville Public School's support for the Apprenti TN program. Apprenti TN is a technology apprenticeship program that is focused on bridging the opportunity gap by providing technology skill training to under-employed populations. It is a community initiative that connects local employers who need talent to highly competent people who are seeking a tech career. Strong community partnerships enable organizations to work collectively to improve individuals' lives. As a community partner, we are excited to identify qualified candidates that are underemployed and have the aptitude to learn tech skills and have a successful tech careers.

While we understand there are multiple ways to address both the opportunity divide and gap in technology talent, we believe Apprenti TN is a program that can truly make a positive impact on the Middle TN community and are proud to partner with Apprenti TN. Unlike traditional job-training options, Apprenti TN combines education and paid on-the-job training for quick placement in high paying, high-skill occupations.

We are pleased to support the NTC Foundation and look forward to increasing the pipeline of trained tech workers throughout the region, strengthening our communities and increasing the prosperity of the State of Tennessee.

Sincerely,

Jennifer Berry, PhD Director of STEAM and Science  
Metro Nashville Public Schools

August 16, 2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Nashville, TN 37243-0830

Subject: GO TECH: Growing Opportunities in Technology

Dear Ms. Travis:

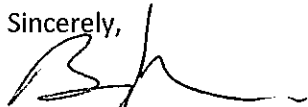
I am writing to express Asurion's commitment to participate in the proposed GO TECH: Growing Opportunities in Technology project submitted by the Greater Nashville Technology Council, Volunteer State Community College and their Middle Tennessee partners.

Asurion is committed to participating in the GO TECH project proposed to the Tennessee Higher Education Commission during the life of the grant in the following ways:

- Participate as an Apprenti TN hiring partner for an anticipated total of 10 of apprentices over the next two years.
- Participate in Summits and Advisory Councils to provide meaningful feedback to the program's educational institutions and other partners on their curriculum and worker preparation activities.
- Provide job shadowing opportunities to students.
- Host field trips for students as needed for the successful completion of this project.
- Encourage employees to volunteer in classroom environments to promote technology careers and facilitate case-based learning.
- Participate in career fairs.
- Agree to interview as full-time employees qualified candidates who meet our hiring requirements, from a pool of students who have completed their education and training programs via the community colleges in Middle Tennessee or other industry certification providers identified in the grant.
- Provide financial support to this project.
- Support necessary grant reporting.

We are pleased to be part of this project and look forward to implementing many of the proposed activities which will result in an increased pipeline of trained IT workers throughout the region, strengthening our presence and ability to grow our workforce in Middle Tennessee.

Sincerely,



Barry Vandevier  
Chief Operating Officer, Asurion





August 14, 2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Nashville, TN 37243-0830

Dear Ms. Travis:

As the new CIO at Brookdale Senior Living, I am writing to enthusiastically express my support for the exciting initiatives the Greater Nashville Technology Council plans to launch with its proposed *GO TECH: Growing Opportunities in Technology* project.

It is a perfect match for the Technology Council to collaborate with Volunteer State Community College and their Middle Tennessee partners to foster an array of outstanding corporate mentoring opportunities to local students.

Technology is a passion of mine and I hope to support *GO TECH* in my new role at Brookdale – a NYSE traded company with nearly 200 associates in our IT departments in Nashville and Milwaukee. Brookdale is the leading operator of senior living communities throughout the United States, supporting over 800 locations with 77,000 residents, backed by over 60,000 associates.

Here are a few examples of how I envision Brookdale helping:

- Participate as an Apprenti TN hiring partner for interns
- Participate in Summits and Advisory Councils convened by *GO TECH* and its partners
- Provide job shadowing opportunities to students – including participating in video conferences between our Brentwood and Milwaukee offices
- Welcome field trips to tour our Brentwood headquarters and IT department
- Encourage our IT associates to volunteer in classroom environments to promote technology careers and facilitate case-based learning
- Request our HR Department participate in career fairs
- Interview qualified students who have completed their education and training programs via the community colleges in Middle Tennessee, or certification providers identified in the grant, for openings in our End User Support, Cybersecurity, Infrastructure, Operations and Telecom departments

As a transplant to Nashville, I am both honored *and excited* to be asked to participate in bringing the Technology Council's *GO TECH* program to implementation. Working with Brookdale's IT department, we will do our utmost to ensure the program will become a model of success.

Sincerely,

A handwritten signature in black ink that reads "Christopher Bayham". The signature is written in a cursive, flowing style.

Christopher Bayham  
Chief Information Officer

---

Bringing **New Life** to Senior Living.



**CENTER** *for* **MEDICAL**  
**INTEROPERABILITY**

August 7, 2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Nashville, TN 37243-0830

Subject: *GO TECH: Growing Opportunities in Technology*

Dear Ms. Travis:

I am writing to express the Center of Medical Interoperability's commitment to participate in the proposed *GO TECH: Growing Opportunities in Technology* project submitted by the Greater Nashville Technology Council, Volunteer State Community College and their Middle Tennessee partners.

The Center for Medical Interoperability is committed to participating in the GO TECH project proposed to the Tennessee Higher Education Commission during the life of the grant in the following ways:

- Participate in Summits and Advisory Councils to provide meaningful feedback to the program's educational institutions and other partners on their curriculum and worker preparation activities.
- Provide job shadowing opportunities to students.
- Host field trips for students as needed for the successful completion of this project.
- Encourage employees to volunteer in classroom environments to promote technology careers and facilitate case-based learning.
- Agree to interview as full-time employees qualified candidates who meet our hiring requirements, from a pool of students who have completed their education and training programs via the community colleges in Middle Tennessee or other industry certification providers identified in the grant.
- Support necessary grant reporting.

We are pleased to be part of this project and look forward to implementing many of the proposed activities which will result in an increased pipeline of trained IT workers throughout the region, strengthening our presence and ability to grow our workforce in Middle Tennessee.

Sincerely,

Ed Cantwell, President and CEO

8 City Boulevard, Suite 203, Nashville, TN 37209

# DOLLAR GENERAL®

Dollar General Corporation  
100 Mission Ridge  
Goodlettsville, TN 37072  
U.S.A.

August 14, 2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Nashville, TN 37243-0830

Subject: *GO TECH: Growing Opportunities in Technology*

Dear Ms. Travis:

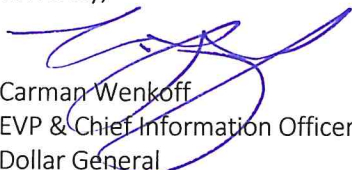
I am writing to express Dollar General's commitment to participate in the proposed *GO TECH: Growing Opportunities in Technology* project submitted by the Greater Nashville Technology Council, Volunteer State Community College and their Middle Tennessee partners.

As you may know, the head office for Dollar General is based in Goodlettsville, TN and Technology is becoming more and more of a strategic pillar of our continued success as a leading retailer. We are very pleased to hear about the GO TECH project, and are happy to support the Tennessee Higher Education Commission during the life of the grant in the following ways:

- Participate as an Apprenti TN hiring partner... The specific numbers will depend on whether developers and other disciplines can be added to the training program.
- Participate in Summits and Advisory Councils to provide meaningful feedback to the program's educational institutions and other partners on their curriculum and worker preparation activities.
- Provide job shadowing, mentoring and internship opportunities to students, as appropriate.
- Host field trips for students as needed for the successful completion of this project.
- Encourage employees to volunteer in classroom environments to promote technology careers and facilitate case-based learning.
- Participate in career fairs.
- Agree to interview as full-time employees qualified candidates who meet our hiring requirements, from a pool of students who have completed their education and training programs via the community colleges in Middle Tennessee or other industry certification providers identified in the grant.
- Support necessary grant reporting.

We are pleased to be part of this project and look forward to implementing many of the proposed activities which will result in an increased pipeline of trained IT workers throughout the region, strengthening our presence and ability to grow our workforce in Middle Tennessee.

Sincerely,



Carman Wenkoff  
EVP & Chief Information Officer  
Dollar General

Save time. Save money. Every day!®



📍 2222 12th Ave South, 3rd Floor, Nashville, TN 37204

✉ Friends@GoldenSpiralMarketing.com

☎ (615) 538-7008

August 6, 2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Nashville, TN 37243-0830

Subject: GO TECH: Growing Opportunities in Technology

Dear Ms. Travis:

I am writing to express Golden Spiral's commitment to participate in the proposed GO TECH: Growing Opportunities in Technology project submitted by the Greater Nashville Technology Council, Volunteer State Community College and their Middle Tennessee partners.

Golden Spiral is committed to participating in the GO TECH project proposed to the Tennessee Higher Education Commission during the life of the grant in the following ways:

- Participate in Summits and Advisory Councils to provide meaningful feedback to the program's educational institutions and other partners on their curriculum and worker preparation activities.
- Provide job shadowing opportunities to students.
- Host field trips for students as needed for the successful completion of this project.
- Encourage employees to volunteer in classroom environments to promote technology careers and facilitate case-based learning.
- Agree to interview as full-time employees qualified candidates who meet our hiring requirements, from a pool of students who have completed their education and training programs via the community colleges in Middle Tennessee or other industry certification providers identified in the grant. Occupations will include: web programmers and project managers and may include others based on need.
- Support necessary grant reporting.

We are pleased to be part of this project. It is vital for our community and we think it is a critical step forward as we continue to develop as a technology center. We encounter a wide variety of tech companies in our work and know that available and qualified talent is at the top of everyone's list of critical issues. We look forward to helping grow our workforce and make our community stronger.

Kind Regards,

John Farkas  
CEO  
Golden Spiral



August 15, 2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Nashville, TN 37243-0830

Subject: *GO TECH: Growing Opportunities in Technology*

Dear Ms. Travis:

I am writing to express Guarino Advisors' commitment to participate in the proposed *GO TECH: Growing Opportunities in Technology* project submitted by the Greater Nashville Technology Council, Volunteer State Community College and their Middle Tennessee partners.

Guarino Advisors is committed to participating in the GO TECH project proposed to the Tennessee Higher Education Commission during the life of the grant in the following ways:

- Participate in Summits and Advisory Councils to provide meaningful feedback to the program's educational institutions and other partners on their curriculum and worker preparation activities.
- Encourage employees to volunteer in classroom environments to promote technology careers and facilitate case-based learning.
- Support necessary grant reporting.

We are pleased to be part of this project, and look forward to implementing many of the proposed activities which will result in an increased pipeline of trained IT workers throughout the region, strengthening our presence and ability to grow our workforce in Middle Tennessee.

Sincerely,

A handwritten signature in black ink, appearing to read 'Tracy Guarino', with a stylized flourish at the end.

Tracy Guarino  
Founder/CEO  
Guarino Advisors, LLC



8/14/2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Nashville, TN 37243-0830

Subject: *GO TECH: Growing Opportunities in Technology*

Dear Ms. Travis:

I am writing to express HCA Healthcare's commitment to participate in the proposed *GO TECH: Growing Opportunities in Technology* project submitted by the Greater Nashville Technology Council, Volunteer State Community College and their Middle Tennessee partners.

HCA Healthcare is committed to participating in the GO TECH project proposed to the Tennessee Higher Education Commission during the life of the grant in the following ways:

- Participate in Summits and Advisory Councils to provide meaningful feedback to the program's educational institutions and other partners on their curriculum and worker preparation activities.
- Provide job shadowing opportunities to students.
- Host field trips for students as needed for the successful completion of this project.
- Encourage employees to volunteer in classroom environments to promote technology careers and facilitate case-based learning.
- Participate in career fairs.
- Agree to interview as full-time employees qualified candidates who meet our hiring requirements, from a pool of students who have completed their education and training programs via the community colleges in Middle Tennessee or other industry certification providers identified in the grant.
- Support necessary grant reporting.

We are pleased to be part of this project, and look forward to implementing many of the proposed activities which will result in an increased pipeline of trained IT workers throughout the region, strengthening our presence and ability to grow our workforce in Middle Tennessee.

Sincerely,

A handwritten signature in dark ink, appearing to read "Chad Wasserman", with a long, sweeping horizontal line extending from the end of the name.

Chad Wasserman  
Vice President, Infrastructure Services & Operations

August 9, 2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Nashville, TN, 37243-0830

Subject: *GO TECH: Growing Opportunities in Technology*

Dear Ms. Travis,

As a member of the Nashville technology community for over 9 years, first as HPA and now a part of Cognizant, we are excited to participate in the proposed project submitted by the Greater Nashville Technology Council, Volunteer State Community College, and their Middle Tennessee partners.

As part of the GO TECH project proposed to the Tennessee Higher Education Commission, Cognizant is firmly committed to lending our time and resources to the following activities:

- Participate as an Apprenti TN hiring partner apprentices over the next two years.
- Participate in Summits and Advisory Councils to provide meaningful feedback to the program's educational institutions and other partners on their curriculum and worker preparation activities.
- Provide job shadowing opportunities to students.
- Host field trips for students as needed for the successful completion of this project.
- Encourage employees to volunteer in classroom environments to promote technology careers and facilitate case-based learning.
- Participate in career fairs.
- Agree to interview as full-time employees qualified candidates who meet our hiring requirements, from a pool of students who have completed their education and training programs via the community colleges in Middle Tennessee or other industry certification providers identified in the grant. Occupations will include: Business Analyst, Software Engineer, Production Support, and may include others based on need.

We are excited to participate in this program and strengthen the technology presence and community here in Middle Tennessee.

Sincerely,



Avery Fisher  
Global Markets Leader

August 13, 2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Nashville, TN 37243-0830

Subject: *GO TECH: Growing Opportunities in Technology*

Dear Ms. Travis:

I am writing to express KraftCPAs PLLC's commitment to participate in the proposed *GO TECH: Growing Opportunities in Technology* project submitted by the Greater Nashville Technology Council, Volunteer State Community College and their Middle Tennessee partners.

KraftCPAs is committed to participating in the GO TECH project proposed to the Tennessee Higher Education Commission during the life of the grant in the following ways:

- Participate in Summits and Advisory Councils to provide meaningful feedback to the program's educational institutions and other partners on their curriculum and worker preparation activities.
- Provide job shadowing opportunities to students.
- Host field trips for students as needed for the successful completion of this project.
- Encourage employees to volunteer in classroom environments to promote technology careers and facilitate case-based learning.
- Participate in career fairs.

We are pleased to be part of this project, and look forward to implementing many of the proposed activities which will result in an increased pipeline of trained IT workers throughout the region, strengthening our presence and ability to grow our workforce in Middle Tennessee.

Sincerely,



Gina Pruitt, CPA|CITP, CISA, CHFP, CQA, CEMB, CGMA, CRISC, CCSFP, CHCO  
Member-in-Charge  
Risk Assurance & Advisory Services





Metropolitan Government of Nashville and Davidson County  
David Briley, Mayor

Information Technology Services Department  
Keith Durbin, CIO/Director of IT Services

August 14, 2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Nashville, TN 37243-0830

Subject: *GO TECH: Growing Opportunities in Technology*

Dear Ms. Travis:

I am writing to express the Metropolitan Government of Nashville & Davidson County Department of Information Technology Service's commitment to participate in the proposed *GO TECH: Growing Opportunities in Technology* project submitted by the Greater Nashville Technology Council, Volunteer State Community College and their Middle Tennessee partners.

Information Technology Services has been an active partner with the Metropolitan Action Commission's IT training program for several years and are eager to look for additional partners that will help meet the staffing demands of our department and those of Davidson County. We are committed to participating in the GO TECH project proposed to the Tennessee Higher Education Commission during the life of the grant in the following ways:

- Agree to interview as full-time employees qualified candidates who meet the Metropolitan Government's hiring requirements, from a pool of students who have completed their education and training programs via the community colleges in Middle Tennessee or other industry certification providers identified in the grant. Occupations will include: service desk representative, field services technician, network technician, server support technician and may include others based on need.
- Participate in career fairs.
- Provide job shadowing opportunities to students.
- Host field trips for students as needed for the successful completion of this project.
- Encourage employees to volunteer in classroom environments to promote technology careers and facilitate case-based learning.
- Participate in Summits and Advisory Councils to provide meaningful feedback to the program's educational institutions and other partners on their curriculum and worker preparation activities.
- Support necessary grant reporting.

We are pleased to be part of this project, and look forward to implementing many of the proposed activities which will result in an increased pipeline of trained IT workers throughout the region, strengthening our presence and ability to grow our workforce in Middle Tennessee.

Yours Truly,

A handwritten signature in black ink, appearing to read "Keith Durbin".

Keith Durbin  
Chief Information Officer



211 Commerce Street, Suite 100  
Nashville, Tennessee 37201  
615.743.3000

[nashvillechamber.com](http://nashvillechamber.com)

Thursday, August 29, 2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Subject: *GO TECH: Growing Opportunities in Technology*

Dear Ms. Travis:

I am writing to express my support for the Greater Nashville Technology Council's *GO TECH: Growing Opportunities in Technology* proposal.

A primary challenge to the prosperity of the Middle Tennessee economy is the ability of our labor force to meet the skill and competency needs of industry. I believe that business and industry must be engaged with our region's educational institutions to build and maintain a skilled workforce.

The need for trained technology professionals is growing every year. Partnerships between businesses, the workforce system, post-secondary education, and local schools to increase the number of trained job seekers is of critical importance to the economic growth of the region.

The partnerships established by the GO TECH program will create a strong foundation to address the barriers faced by employers in finding qualified workers, while educating students and the community about technology career pathways.

I support this project and believe that these types of public private partnerships can make a difference in the economic prosperity of our region.

Sincerely,

A handwritten signature in black ink, appearing to read 'Courtney Ross'.

Courtney Ross  
Chief Economic Development Officer  
Nashville Area Chamber of Commerce



8/12/2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Nashville, TN 37243-0830

Subject: *GO TECH: Growing Opportunities in Technology*

Dear Ms. Travis:

I am writing to express Nissan North America's commitment to participate in the proposed *GO TECH: Growing Opportunities in Technology* project submitted by the Greater Nashville Technology Council, Volunteer State Community College and their Middle Tennessee partners.

Nissan's vision for the marketplace is to deliver "Innovation that Excites." Nissan continually focuses on and creates new technologies that drive customer excitement. Nissan's three production plants in the United States produce about 1,000,000 vehicles annually, offering our customers new technology and innovations such as Nissan Intelligent Mobility, Safety Shield Technology, Brake Override Technology, and the all-electric vehicles. Nissan's innovation in the areas of design, environment, safety and technology continue to drive our ability to be a market leader.

At Nissan North America, we are proud to provide employment opportunities in Middle Tennessee (Williamson, Rutherford and Franklin counties) for individuals in the Information Technology industry and well as other advanced technology areas targeted by this grant. Within our organizational structure, we have approximately 350 IT/IS employees and another 350 contract staff augmenting our team. As technological advances in the automotive industry continue at a rapid pace, our need for a highly and advanced skilled workforce is at the highest level ever. Not only are we hiring staff to work directly in our IS/IT organizations, but we are also hiring technology staff within our business areas to leverage and maximize technology to be a strategic differentiator to support the performance of Nissan North America and its 1,100 dealers as well as to exceed our customers' expectations and demands. Our ability to locate, attract and retain skilled human resources, particularly in technology, data and analytics and information security fields, is essential to our continued growth in the future. In order to fill open positions over the past 3 years, we have been required to reach outside Tennessee for talent to fill our technology positions due to lack of local skills and talent.

Nissan North America is very active in the Middle Tennessee community. Nissan is made up of a richly diverse group of people, as reflected in the company's leadership team and the numerous community outreach programs in which we participate. Nissan sponsors, supports and participates in a number of workforce development/education/community outreach activities.

Our corporate social responsibility commitment is strong in the communities where we live and work.

Nissan is committed to participating in the GO TECH project proposed to the Tennessee Higher Education Commission during the life of the grant in the following ways:

- Participate as an Apprenti TN hiring partner for an anticipated total of 15 of apprentices over the next two years depending on economic and business conditions.
- Participate in Summits and Advisory Councils to provide meaningful feedback to the program's educational institutions and other partners on their curriculum and worker preparation activities.
- Provide job shadowing opportunities to students.
- Host field trips for students as needed for the successful completion of this project.
- Encourage employees to volunteer in classroom environments to promote technology careers and facilitate case-based learning.
- Participate in career fairs.
- Agree to interview as full-time employees qualified candidates who meet our hiring requirements, from a pool of students who have completed their education and training programs via the community colleges in Middle Tennessee or other industry certification providers identified in the grant. Occupations will include: Project Management, Business Analysts, Systems Analysts, Data Architects, Data Engineers, Data Science, Forensics and many others based on need.
- Provide financial support to this project on an as needed basis.
- Support necessary grant reporting.

We are pleased to be part of this project, and look forward to implementing many of the proposed activities which will result in an increased pipeline of trained IT workers throughout the region, strengthening our presence and ability to grow our workforce in Middle Tennessee.

Sincerely,



William Orange  
CIO, Nissan North America  
One Nissan Way  
Franklin, TN 37067  
William.Orange@Nissan-USA.com



100 E Davie St Raleigh, NC 27601 919 565 5956 [redhat.com](http://redhat.com)

August 29, 2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Nashville, TN 37243-0830

Subject: *GO TECH: Growing Opportunities in Technology*

Dear Ms. Travis:

I am writing to express Red Hat's commitment to participate in the proposed *GO TECH: Growing Opportunities in Technology* project submitted by the Greater Nashville Technology Council, Volunteer State Community College and their Middle Tennessee partners.

Red Hat is committed to participating in the GO TECH project proposed to the Tennessee Higher Education Commission during the life of the grant in the following ways:

- Participate in Summits and Advisory Councils to provide meaningful feedback to the program's educational institutions and other partners on their curriculum and worker preparation activities.
- Provide job shadowing opportunities to students.
- Host field trips for students as needed for the successful completion of this project.
- Encourage employees to volunteer in classroom environments to promote technology careers and facilitate case-based learning.
- Participate in career fairs.
- Support necessary grant reporting.

We are pleased to be part of this project, and look forward to implementing many of the proposed activities which will result in an increased diverse pipeline of trained IT workers throughout the region, strengthening our presence and ability to grow our workforce in Middle Tennessee.

Sincerely,

Nathan Vaughn  
Enterprise Account Executive  
Red Hat Inc.



August 29, 2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Nashville, TN 37243-0830

Subject: *GO TECH: Growing Opportunities in Technology*

Dear Ms. Travis:

I am writing to express Stratasan's commitment to participate in the proposed *GO TECH: Growing Opportunities in Technology* project submitted by the Greater Nashville Technology Council, Volunteer State Community College and their Middle Tennessee partners.

Stratasan is committed to participating in the GO TECH project proposed to the Tennessee Higher Education Commission during the life of the grant in the following ways:

- Participate in Summits and Advisory Councils to provide meaningful feedback to the program's educational institutions and other partners on their curriculum and worker preparation activities.
- Provide job shadowing opportunities to students.
- Encourage employees to volunteer in classroom environments to promote technology careers and facilitate case-based learning.
- Participate in career fairs.
- Agree to interview as full-time employees qualified candidates who meet our hiring requirements, from a pool of students who have completed their education and training programs via the community colleges in Middle Tennessee or other industry certification providers identified in the grant. Occupations will include: Health Data Analysts, Engineers, Developers and Data Scientists and may include others based on need.

We are pleased to be part of this project, and look forward to implementing many of the proposed activities which will result in an increased pipeline of trained IT workers throughout the region, strengthening our presence and ability to grow our workforce in Middle Tennessee.

S

Sincerely,

A handwritten signature in blue ink, appearing to read 'Stephanie Johnson', written over a light blue horizontal line.

Stephanie Johnson  
SVP of SRG & Customer Success





August 26, 2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Nashville, TN 37243-0830

Subject: *GO TECH: Growing Opportunities in Technology*

Dear Ms. Travis:

I am writing to express Surgarai's commitment to participate in the proposed *GO TECH: Growing Opportunities in Technology* project submitted by the Greater Nashville Technology Council, Volunteer State Community College and their Middle Tennessee partners.

Surgarai is committed to participating in the GO TECH project proposed to the Tennessee Higher Education Commission during the life of the grant in the following ways:

- Participate as an Apprenti TN hiring partner for an anticipated total of 10 apprentices over the next two years.
- Participate in Summits and Advisory Councils to provide meaningful feedback to the program's educational institutions and other partners on their curriculum and worker preparation activities.
- Provide job shadowing opportunities to students.
- Encourage employees to volunteer in classroom environments to promote technology careers and facilitate case-based learning.
- Participate in career fairs.
- Agree to interview as full-time employees qualified candidates who meet our hiring requirements, from a pool of students who have completed their education and training programs via the community colleges in Middle Tennessee or other industry certification providers identified in the grant. Occupations will include: software developers and technical support, and may include others based on need.
- Support necessary grant reporting.



We are pleased to be part of this project, and look forward to implementing many of the proposed activities which will result in an increased pipeline of trained IT workers throughout the region, strengthening our presence and ability to grow our workforce in Middle Tennessee.

Sincerely,

A handwritten signature in black ink, which appears to read "D. E. Hughes". The signature is fluid and cursive, with a long horizontal stroke at the end.

Doug Hughes  
Chief Executive Officer  
Surgarai, Inc.

630-732-0109



4850 River Green Parkway  
Duluth GA 30096

678-990-1593  
veristor.com



August 16, 2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Nashville, TN 37243-0830

Subject: *GO TECH: Growing Opportunities in Technology*

Dear Ms. Travis:

I am writing to express Veristor's commitment to participate in the proposed *GO TECH: Growing Opportunities in Technology* project submitted by the Greater Nashville Technology Council, Volunteer State Community College and their Middle Tennessee partners.

Veristor is committed to participating in the GO TECH project proposed to the Tennessee Higher Education Commission during the life of the grant in the following ways:

- Participate in Summits and Advisory Councils to provide meaningful feedback to the program's educational institutions and other partners on their curriculum and worker preparation activities.
- Provide job shadowing opportunities to students.
- Host field trips for students as needed for the successful completion of this project.
- Encourage employees to volunteer in classroom environments to promote technology careers and facilitate case-based learning.
- Participate in career fairs.
- Support necessary grant reporting.

We are pleased to be part of this project and look forward to implementing many of the proposed activities which will result in an increased pipeline of trained IT workers throughout the region, strengthening our presence and ability to grow our workforce in Middle Tennessee.

Sincerely,

David Smith  
Area Sales Manager, Veristor

September 10<sup>th</sup>, 2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Nashville, TN 37243-0830

Subject: *GO TECH: Growing Opportunities in Technology*

Dear Ms. Travis,

I am writing to express 3D Technology's commitment to participate in the proposed *GO TECH: Growing Opportunities in Technology* project submitted by the Greater Nashville Technology Council, Volunteer State Community College and their Middle Tennessee partners.

3D Technology is committed to participating in the GO TECH project proposed to the Tennessee Higher Education Commission during the life of the grant in the following ways:

- Participate as an Apprenti TN hiring partner for an anticipated total of 4 apprentices over the next two years.
- Participate in Summits and Advisory Councils to provide meaningful feedback to the program's educational institutions and other partners on their curriculum and worker preparation activities.
- Provide job shadowing opportunities to students.
- Encourage employees to volunteer in classroom environments to promote technology careers and facilitate case-based learning.
- Participate in career fairs.
- Agree to interview as full-time employees qualified candidates who meet our hiring requirements, from a pool of students who have completed their education and training programs via the community colleges in Middle Tennessee or other industry certification providers identified in the grant. Occupations will include: Field Ops Technicians, Help Desk Technicians, and may include others based on need.
- Support necessary grant reporting.

We are pleased to be part of this project and look forward to implementing many of the proposed activities which will result in an increased pipeline of trained IT workers throughout the region, strengthening our presence and ability to grow our workforce in Middle Tennessee.

Sincerely,



---

Christopher Martinez, CEO





August 23, 2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Subject: *GO TECH: Growing Opportunities in Technology*

Dear Ms. Travis:

I am writing to express my support for the Greater Nashville Technology Council's *GO TECH: Growing Opportunities in Technology* proposal.

A primary challenge to the prosperity of the Middle Tennessee economy is the ability of our labor force to meet the skill and competency needs of industry. I believe that business and industry must be engaged with our region's educational institutions to build and maintain a skilled workforce.

The need for trained technology professionals is growing every year. Partnerships between businesses, the workforce system, post-secondary education, and local schools to increase the number of trained job seekers is of critical importance to the economic growth of the region.

The partnerships established by the GO TECH program will create a strong foundation to address the barriers faced by employers in finding qualified workers, while educating students and the community about technology career pathways.

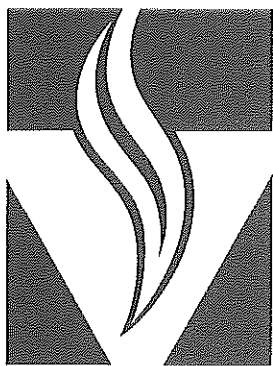
I support this project and believe that these types of public private partnerships can make a difference in the economic prosperity of our region.

Sincerely,

A handwritten signature in black ink that reads "B. Stroecker". The signature is written in a cursive, flowing style.

Brandi Stroecker  
Network Director  
[stroecker@battelle.org](mailto:stroecker@battelle.org)

**VOLUNTEER  
STATE**



**COMMUNITY  
COLLEGE**

**Office of  
the President**

**Main Campus**

1480 Nashville Pike  
Gallatin, TN 37066-3188  
615-452-8600  
1-888-335-VSCC (8722)

**Vol State at Livingston**

113 Windle Community Rd  
Livingston, TN 38570  
931-823-7065  
1-800-563-8220

**Vol State at Highland Crest**

150 Laureate Avenue  
Springfield, TN 37172  
615-433-7030  
1-855-724-8722

**Vol State at Cookeville  
Higher Education Campus**

1000 Neal Street  
Cookeville, TN 38501  
931-372-5540

15723-40 Volunteer State Community College, a Tennessee Board of Regents Institution, is an AA/EEO employer and does not discriminate on the basis of race, color, national origin, sex, disability, age, religion, sexual orientation, or veteran status in its programs and activities. The following person has been designated to handle inquiries regarding the nondiscrimination policies: Title IX Coordinator, 1480 Nashville Pike, Gallatin, TN 37066, 615-230-3592.

September 5, 2019

Chelle Travis

Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Subject: *GO TECH: Growing Opportunities in Technology*

Dear Ms. Travis:

I am writing to express my support for the *GO TECH: Growing Opportunities in Technology* proposal.

A primary challenge to the prosperity of the Middle Tennessee economy is the ability of our labor force to meet the skill and competency needs of industry. I believe that business and industry must be engaged with our region's educational institutions to build and maintain a skilled workforce.

For Middle Tennessee, the number of technology jobs is growing every year, as is the need for skilled and qualified workers. Partnerships between businesses, the workforce system, post-secondary education, and local schools to increase the number of trained job seekers is of critical importance to the economic growth of the region. The partnerships established by GO TECH will create a strong foundation to address the barriers faced by employers in finding qualified workers.

GO TECH seeks to provide an employer-driven regional, collaborative approach to address the challenge of job candidate "skills gaps" by increasing the local tech workforce pool in Sumner, Robertson, and Wilson counties. GO TECH seeks to create long-term relationships between employers and educational institutions to address the deficit of tech job candidates in the local workforce. GO TECH will reach that goal by increasing employer engagement, teacher professional development, students obtaining industry certifications, and targeted student outreach to increase enrollment in community college and dual enrollment programs. GO TECH will also provide and work-based learning experiences – field trips, job shadow days, internships, and registered apprenticeships - to increase student retention and prepare students for entry into the workplace.

At Volunteer State Community College, we are committed to:

- Provide the GO TECH outreach coordinator with Vol State technology program marketing literature for promoting post-secondary education pathways at high school engagement activities,
- Select a high-achieving, final semester Vol State CIT student as an intern to support high school engagement activities,
- Provide up to three credit hours for eligible students who participate in a qualifying work-based learning internship program,

WWW.VOLSTATE.EDU

- Partnering with Robertson County Schools to provide dual enrollment technology courses for high school students,
- Provide instructors for dual enrollment courses,
- Provide credit for the dual enrollment courses,
- Provide coursework and mentor support for teachers seeking the tech endorsement,
- Provide instructors for the front-loaded training for apprentices,
- Provide classroom space for the front-loaded apprenticeship training,
- Provide college credit to apprentices passing industry-recognized certification exams following their completion of the Apprenti TN front-loaded training, and
- Promote job shadow opportunities and internships to Vol State students.

I support this project and believe that these types of public private partnerships can decrease the technology skills gap and improve student experiences.

Sincerely,

A handwritten signature in black ink, appearing to read "Jerry Faulkner", written in a cursive style.

Jerry Faulkner, Ph.D.  
President



September 5, 2019

Chelle Travis  
Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Subject: *GO TECH: Growing Opportunities in Technology*

Dear Ms. Travis:

I am writing to express my support for the *GO TECH: Growing Opportunities in Technology* proposal.

A primary challenge to the prosperity of the Middle Tennessee economy is the ability of our labor force to meet the skill and competency needs of industry. I believe that business and industry must be engaged with our region's educational institutions to build and maintain a skilled workforce.

For Middle Tennessee, the number of technology jobs is growing every year, as is the need for skilled and qualified workers. Partnerships between businesses, the workforce system, post-secondary education, and local schools to increase the number of trained job seekers is of critical importance to the economic growth of the region. The partnerships established by GO TECH will create a strong foundation to address the barriers faced by employers in finding qualified workers.

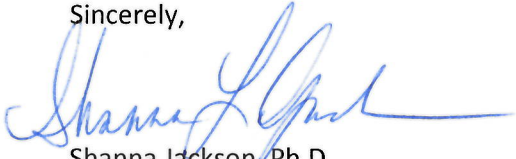
GO TECH seeks to provide an employer-driven regional, collaborative approach to address the challenge of job candidate "skills gaps" by increasing the local tech workforce pool. GO TECH seeks to create long-term relationships between employers and educational institutions to address the deficit of tech job candidates in the local workforce. GO TECH will reach that goal by increasing employer engagement, teacher professional development, students obtaining industry certifications, and targeted student outreach to increase enrollment in tech community college and dual enrollment programs. GO TECH will also provide and work-based learning experiences – field trips, job shadow days, internships, and registered apprenticeships - to increase student retention and prepare students for entry into the workplace.

At Nashville State Community College, we are committed to:

- Partner with the Nashville Technology Council to provide instructors for the front-loaded training for apprentices,
- Designate classroom space for upgrade to utilize for the front-loaded apprenticeship training, and
- Where appropriate, provide college credit to apprentices for the front-loaded training.

I support this project and believe that these types of public private partnerships can decrease the technology skills gap and improve student experiences.

Sincerely,

A handwritten signature in blue ink, appearing to read "Shanna Jackson", with a long horizontal flourish extending to the right.

Shanna Jackson, Ph.D.  
President